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NOTIFICATIONS BY GOVERNMENT

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**LABOUR, EMPLOYMENT TRAINING & FACTORIES
DEPARTMENT**

(LAB-I)

REVISION OF MINIMUM RATES OF WAGES IN THE EMPLOYMENT IN “**SHOPS AND COMMERCIAL ESTABLISHMENTS**” IN PART-I OF THE SCHEDULE TO THE MINIMUM WAGES ACT, 1948

[G.O.Rt.No.80, Labour, Employment Training and Factories (LAB-I), 29th January, 2024.]

PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification payable to the each category of employees specified in the corresponding entry in column (2) thereof and employed in the employment in “**SHOPS AND COMMERCIAL ESTABLISHMENTS**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by sub-section(1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.
3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

ANNEXURE**SCHEDULE**

Name of the Employment : SHOPS AND COMMERCIAL ESTABLISHMENTS					
Sl. No.	Name of the Category	Basic Wage proposed in the draft notification at 1768 CPI points		Cost of living allowance to be paid per each point of increase (in Rs.)	
1	2	3		4	
		Zone-I	Zone-II	Zone-I	Zone-II
A	SHOPS				
1	Manager/ Sales Manager/ Security Officer/ Computer Programmer	13512	13312	7.64	7.53
2	Asst.Manager/ Accountant Supervisor/ Purchaser	12677	12257	7.17	6.93
3	Salesman/Sales Representative/ Bill Writer/ Cashier/ Tradesman	12475	12257	7.06	6.93
4	Clerk/ Godown Incharge/ Accounts Assistant/ Typist/ Receptionist/ Lineman/ Stenographer/Clerk-cum-Typist/ Xerox Machine Operator/ Clerks in STD, ISD, FAX/ Asst. Salesman	12057	11841	6.82	6.70
5	Kolagari/ Weighman/ Milk Vender in Milk Booths	11841	11712	6.70	6.62
6	Bicycle Fitter/ Attender/ Peon/ Water Boy/ Shop Boy/ Helper/ Messenger/ Gas Cylinder Carrier	11655	11325	6.59	6.41
7	Computer Operator	11841	11712	6.70	6.62
8	Security Guard	11655	11325	6.59	6.41
9	Type Writing Instructor	12475	12257	7.06	6.93
B	COMMERCIAL ESTABLISHMENTS				
1	Manager/ Field Officer/ Development Officer/ Security Officer/ Office Incharge/ Computer Programmer	13512	13093	7.64	7.41
2	Accountant/ Asst.Manager/ Sales Executive/ Supervisor/ Purchaser/ Store Keeper/ Agent/ Sales Promotion Employees	12677	12475	7.17	7.06
3	Salesman/Stenographer/ Receptionist/ Auction Bider/ Tradesman/ Type Writer Instructor	12475	12257	7.06	6.93

4	Clerk/ Typist/Clerk-cum-Typist/ Godown Incharge/Lineman/ Assistant Salesman/ Asst.Accountant/ Xerox Machine Operator	12057	11841	6.82	6.70
5	Weighman/ Kolgari	11841	11712	6.70	6.62
6	Peon/Attender/ Watchman/ Water Boy/ Helper/ Messenger/ Security Guard	11655	11325	6.59	6.41
7	Computer Operator	11841	11712	6.70	6.62
C	HAIR CUTTING / HAIR DRESSING SALOON/ BEAUTY PARLOURS				
1	Manager/Shop Incharge	12677	12475	7.17	7.06
2	Hair Dresser/ Hair Cutter/ Beautician	12475	12257	7.06	6.93
3	Helper	11655	11325	6.59	6.41
D	TAILORING ESTABLISHMENTS				
1	Cutter Master	12677	12257	7.17	6.93
2	Asst.Cutter/ Tailor/ Sticher	12475	12257	7.06	6.93
3	Helper/ Pressman	11712	11325	6.62	6.41
E	LAUNDRIES/ DRY CLEANERS				
1	Manager/ Shop Incharge	12677	12475	7.17	7.06
2	Clerk/ Bill Writer	12057	11841	6.82	6.70
3	Washerman (Laundry)	12475	12257	7.06	6.93
4	Helper/ Pressman	11655	11325	6.59	6.41
F	OTHERS				
1	Pharmacist/ Air Conditioner/ Plant Operator	12677	12475	7.17	7.06
2	Goldsmith	12475	12257	7.06	6.93
3	Photo Frame Worker	11712	11325	6.62	6.41
4	A/c. Plant Operator	12057	12017	6.82	6.80

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

NOTE:-

1. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
2. Where piece rate workers employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wages fixed for a genera worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. Zone-I Comprising of :
 - a) All Municipal Corporations in Telangana
 - b) Selection grade and Special Grade Municipalities in Telangana
 Zone-II Comprising of rest of Areas.
7. For categories in the employment of Security Services and Safaikarmacharies, the minimum wages fixed/revised in the respective employments shall be applicable.

I. RANI KUMUDINI,
Special Chief Secretary to Government.